

PERSONNEL POLICY BOARD

August 4, 2005

MEETING

Meeting was held Thursday, August 4, 2005, Commissioners Hearing Room, County-City Building, Lincoln, Nebraska.

Members present: Jim Haszard, Ed Bryson, Sue Dedick, Helen Griffin. Member absent: Doug McDaniel. Personnel Department resource staff attending: Karen Eurich.

The meeting was opened at 8:30 a.m. by Personnel Director Don Taute. In the absence of a Chair and Vice-Chair for the meeting, Don Taute opened the floor for a motion for election of temporary chair for the day. It was moved by Helen Griffin and seconded by Sue Dedick to elect Jim Haszard as chair. Voting yes: Sue Dedick, Helen Griffin, Ed Bryson. Abstaining: Jim Haszard.

It was moved by Sue Dedick and seconded by Helen Griffin to approve the minutes of the July 7, 2005 meeting. Motion unanimously approved.

Agenda Item 1 was the request to create classification 4523 Senior Equipment Operator (A18) and Agenda Item 2 was the request to revise the classification 4522 Equipment Operator II. John Cripe of the Personnel Department explained these two items are related, as both the creation and revision are a result of negotiations with the AFSCME union. Due to recent changes in the state statutes in regards to CDL licenses and alcohol related violations, the Union asked that all CDL operated equipment be taken out of the Equipment Operator II classification. This resulted in the creation of the Senior Equipment Operator classification in which all the CDL equipment is now contained. All equipment that requires a CDL license has been removed from the Equipment Operator II position and will no longer require a CDL for that position. Gary Young, representing the AFSCME union, questioned the comparability with other counties due to the changes being proposed, and if the pay grade for the Equipment Operator II was going to be lowered as a result. John Cripe informed the Board there should be no change in comparisons and the pay grade is not going to be changed. Following discussion, it was moved by Helen Griffin and seconded by Ed Bryson to approve Agenda Items 1 and 2. Motion unanimously carried by roll call vote.

Agenda Item 3 was the request to change pay grades 5756 Corrections – Sergeant from C20 to C22 and 5758 Corrections – Lieutenant from C23 to C24. John Cripe of the Personnel Department explained this request was due to the recently negotiated pay increases with the Correctional Officers FOP union. This has resulted in the need to increase the pay grades of the Sergeant and Lieutenant in order to keep the pay grades high enough above the Correctional Officer to encourage employee promotions to these classes. Following discussion, it was moved by Helen Griffin and seconded by Sue Dedick to approve the pay grade changes as presented. Motion unanimously carried by roll call vote.

Agenda Item 4 was the request to amend Rule 5.7 of the Personnel Rules – Seniority Credit. John Cripe of the Personnel Department explained this request was due to negotiations with the AFSCME union to increase points given for seniority during the promotional process. As a result, it is the County's desire to change the same point system for the unrepresented employees by amending the

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County Rules. Following discussion, it was moved by Sue Dedick and seconded by Ed Bryson to approve the amendment as presented. Motion unanimously carried by roll call vote.

Agenda Item 5 was the request to amend Rule 17.19 of the Personnel Rules – Shift Differential. John Cripe of the Personnel Department explained this item was due to negotiations with the AFSCME union. This amendment will enable the Corrections Department employees, who are not represented by a union, to receive additional shift pay, as Lancaster Manor employees do, when working on the second or third shifts. Following discussion, it was moved by Helen Griffin and seconded by Ed Bryson to approve the amendment as presented. Motion unanimously carried by roll call vote.

Agenda Item 6 was the request to amend Rule 19.3 of the Personnel Rules – Sick Leave. John Cripe of the Personnel Department explained this request was due to negotiations with AFSCME to allow the Personnel Director to grant more than 40 hours family sick leave annually for individual circumstances. This amendment to the Rules will grant this provision to employees who are not represented by a Union. Following discussion, it was moved by Sue Dedick and seconded by Ed Bryson to approve the amendment as presented. Motion unanimously carried by roll call vote.

Agenda Item 7 was the request to amend Rule 19.4 of the Personnel Rules – Injury Leave and Agenda Item 8 was the request to revise Workers' Compensation Personnel Policy Bulletin. John Cripe of the Personnel Department explained these two requests were similar in the fact that due to negotiations with the AFSCME and the Correctional Officers FOP unions they have changed the amount of injury leave from 10 working days to 10 calendar days. Therefore, this amendment is being proposed to the County Rules to cover the unrepresented employees in the County. The revision to the Workers' Compensation Personnel Policy Bulletin reflects the negotiated changes for the AFSCME, FOP, and the Deputy Sheriffs unions. Following discussion, it was moved by Helen Griffin and seconded by Sue Dedick to approve the amendment as presented. Motion unanimously carried by roll call vote.

Agenda Item 9 was miscellaneous discussion. Karen Eurich of the Personnel Department informed the Board members that the County Board is talking with prospective new board members to replace Bob Evnen following his resignation from the Personnel Policy Board, and the hope is to have a new member appointed by the September 1, 2005 meeting.

There being no further business, the meeting adjourned at 8:50 p.m.

The next regular scheduled meeting is tentatively set for Thursday, September 1, 2005.

Karen Eurich
Personnel Operations Specialist